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South Dakota
Labor Bulletin

November 1987 Published December 1987

SOUTH DAKOTA'S CHANGING LABOR MARKET

The labor market is the place where the demand for workers and the supply of workers intersect. Individuals are in the labor market when seeking employment, and employers use the labor market to recruit workers. Because the two are interdependent, economic or demographic changes impacting one affect the other.

One of the most significant trends, which will affect the labor market of the future, is an aging population. As the population ages, fewer youth will be available for entry into the labor force. According to projections, the number of 15-24 year olds (those ready to enter the labor force for the first time) is expected to drop between 1980 and 1995, both nationally and in South Dakota. This age group comprised approximately 19.6 percent of South Dakota's population in 1980, and is expected to account for only 14.5 percent of all South Dakotans by 1995.

During this same period, the age group containing "prime age" workers will increase. The number of persons age 25-54 years old ("prime age" workers) constitutes approximately 37 percent of South Dakota's population, and is expected to increase through the year 2000.

This shift in the composition of the labor force will bring about adjustments in the hiring practices of employers, who often turn to young people for available labor, especially when filling entry-level jobs. Other groups are available to balance the demand for workers, but their impetus for going to work is different from young workers.

For instance, there are other types of people who may enter or return to the labor force if the right opportunity arises. For these types of people, the decision to go to work is often based on such factors as the wages, hours, self-development opportunity or job security that a job has to offer.

One example is a woman who has dropped out of the work force to raise children, but is ready to return to work. Discouraged workers, who dropped out of the labor force because acceptable jobs were not available, are another example. Some of the unemployed are another source of labor availability. In some cases, these groups of potential workers may need to be retrained before they are job-ready, depending upon the duration of unemployment or length of absence from the labor force.

Those willing to change jobs are one of the biggest sources of labor availability. Throughout a working lifetime, the average person changes jobs at least seven times. Workers' willingness to change jobs is dependent upon a variety of factors. Incentives to make such a big move

INSIDE...

Labor Market In November.....3
South Dakota Nonfarm Employment..6
Sioux Falls Nonfarm Employment..7
Rapid City Nonfarm Employment..8

may include better working conditions, flexible hours, higher wages, benefits, training and education opportunities, possibility for promotion and pensions.

With a future labor force, which is concentrated with people having experience, both employers and workers will be meeting in a labor market under different conditions. In a labor market full of older and more experienced workers, those employers offering the most desirable jobs will likely get the best workers. For job seekers, a job market where colleagues are experienced and skilled means that competition will be especially keen for the best jobs.

Continuing technological advancement will heighten the need for adjustment among employers and workers. From a worker's perspective, training and retraining on new equipment and procedures may be necessary to keep job skills from becoming obsolete and to maintain success in the future job market. From an employer's perspective, employee training programs, held in conjunction with the conversion to up-to-date equipment and processes, may become increasingly important, if staffing problems are to be avoided. Training costs will become an even more valuable investment in worker productivity and loyalty.

As the structure of the labor market changes, employers and workers alike will have adjustments to make if it is to continue to fill the needs of both. Both employers and workers will have adjustments to make in remaining competitive, but both will also have new opportunities.

SOUTH DAKOTA LABOR MARKET IN NOVEMBER

The nonfarm employment level of 257,600 in November, 1987, showed a job increase of 1,500 from November, 1986 levels.

The largest job increases from year-ago levels occurred in the manufacturing, services and trade industries.

A portion of the increase in manufacturing can be attributed to poultry processing establishments which hire additional temporary employees during peak consumer demand for turkeys and other poultry. In 1986, these establishments hired temporary personnel for October only; while in 1987, they hired additional personnel in October and maintained that employment level through the month of November.

Other sectors showing increased employment in the manufacturing industry were the apparel, lumber and wood and machinery sectors. The lumber and wood sector contains a variety of establishments that have shown increased employment levels from the 1986 levels. These businesses range from sawmills to manufacturers of wood products.

Local government employment was 32,300 in November, a 1,600 job decrease from November, 1986 levels. The local government employment level of 33,900 in November, 1986 was unusually high because of the increased hiring of temporary election workers.

MONTH-TO-MONTH EMPLOYMENT CHANGES

The nonfarm employment level in November, 1987 dipped to 257,600, decreasing by 1,300 jobs from October, 1987.

The industries showing over-the-month increases were manufacturing, retail trade and government. The durable and non-durable goods sectors of the manufacturing industry showed equal increases of 200 each.

The general merchandise, apparel, and food store sectors in the retail trade industry are showing increases due to the hiring of additional temporary personnel to accommodate holiday shoppers. Many retail stores have extended their holiday shopping hours, some to 24 hours a day.

While a seasonal decrease of more than 400 jobs occurred in the eating and drinking establishment sector, the overall job increase in other retail trade sectors offset this decline, and provided a net increase of 100 jobs.

The over-the-month decreases in nonfarm jobs are reflecting seasonal trends, especially in the construction and services industries. The sector posting the largest decrease in the services industry was hotels and amusements.

The construction industry noted weather-related decreases, which is typical for this time of year. The over-the-month employment change was a decrease of 1,000 jobs. Since 1980, the October to November decrease has ranged from a low of 400 to a high of 1,100 jobs.

The South Dakota labor force was 344,200 in November. The unemployment rate was 5.5 percent, an increase from the October rate of 3.9 percent. In November, 325,300 South Dakotans were employed and 18,900 were unemployed.

PERSONS IN THE LABOR FORCE: EMPLOYED/UNEMPLOYED

	November 1987 (1)				November 1986			
	Labor Force(2)	Employment	Unemployment	Rate	Labor Force(2)	Employment	Unemployment	Rate
United States	120,611,000	113,809,000	6,802,000	5.6	118,623,000	110,751,000	7,872,000	6.6
South Dakota	344,200	325,300	18,900	5.5	347,300	328,000	19,300	5.6
Sioux Falls MSA	70,754	65,874	4,880	6.9	69,842	66,227	3,615	5.2
Rapid City MSA	38,245	36,449	1,796	4.7	39,528	37,422	2,106	5.3
Aurora	1,400	1,385	15	1.1	1,449	1,401	48	3.3
Beadle	9,357	8,975	382	4.1	9,671	9,199	472	4.9
Bennett	1,420	1,382	38	2.7	1,484	1,413	71	4.8
Bon Homme	3,354	3,275	79	2.4	3,378	3,197	181	5.4
Brookings	12,931	12,252	679	5.3	13,614	12,606	1,008	7.4
Brown	20,152	18,901	1,251	6.2	20,352	19,026	1,326	6.5
Brule	2,529	2,370	159	6.3	2,549	2,472	77	3.0
Buffalo	472	423	49	10.4	471	405	66	14.0
Butte	3,592	3,428	164	4.6	3,815	3,519	296	7.8
Campbell	998	983	15	1.5	1,122	1,014	108	9.6
Charles Mix	3,684	3,499	185	5.0	3,833	3,656	177	4.6
Clark	1,753	1,683	70	4.0	1,872	1,795	77	4.1
Clay	6,298	5,890	408	6.5	6,428	6,185	243	3.8
Codington	11,632	11,012	620	5.3	12,057	11,346	711	5.9
Corson	1,457	1,334	123	8.4	1,546	1,455	91	5.9
Custer	3,193	3,015	178	5.6	3,478	3,273	205	5.9
Davison	8,892	8,576	316	3.6	9,141	8,709	432	4.7
Day	3,332	3,090	242	7.3	3,555	3,367	188	5.3
Deuel	2,124	2,024	100	4.7	2,158	1,992	166	7.7
Dewey	1,979	1,824	155	7.8	1,983	1,837	146	7.4
Douglas	1,649	1,626	23	1.4	1,630	1,553	77	4.7
Edmunds	2,256	2,086	170	7.5	2,324	2,234	90	3.9
Fall River	3,690	3,526	164	4.4	3,718	3,574	144	3.9
Faulk	1,123	1,081	42	3.7	1,226	1,177	49	4.0
Grant	4,202	4,030	172	4.1	4,237	4,043	194	4.6
Gregory	2,310	2,172	138	6.0	2,504	2,416	88	3.5
Haakon	1,230	1,196	34	2.8	1,161	1,077	84	7.2
Hamlin	2,373	2,231	142	6.0	2,277	2,138	139	6.1
Hand	1,913	1,888	25	1.3	1,969	1,934	35	1.8
Hanson	1,373	1,314	59	4.3	1,376	1,314	62	4.5
Harding	808	753	55	6.8	851	816	35	4.1
Hughes	8,793	8,481	312	3.5	8,509	8,017	492	5.8
Hutchinson	3,985	3,821	164	4.1	3,923	3,727	196	5.0
Hyde	896	881	15	1.7	942	818	124	13.2
Jackson	1,916	1,729	187	9.8	1,579	1,500	79	5.0

PERSONS IN THE LABOR FORCE: EMPLOYED/UNEMPLOYED

	November 1987 (1)				November 1986			
	Labor Force(2)	Employment	Unemployment	Rate	Labor Force(2)	Employment	Unemployment	Rate
Jerauld	1,096	1,079	17	1.6	1,267	1,163	104	8.2
Jones	601	582	19	3.2	653	629	24	3.7
Kingsbury	2,909	2,788	121	4.2	2,927	2,735	192	6.6
Lake	5,250	4,889	361	6.9	4,785	4,353	432	9.0
Lawrence	10,148	9,528	620	6.1	10,222	9,690	532	5.2
Lincoln	7,341	6,802	539	7.3	6,568	6,164	404	6.2
Lyman	1,436	1,328	108	7.5	1,600	1,520	80	5.0
McCook	2,907	2,661	246	8.5	2,836	2,677	159	5.6
McPherson	1,611	1,539	72	4.5	1,564	1,500	64	4.1
Marshall	2,147	2,058	89	4.1	2,181	2,038	143	6.6
Meade	8,654	8,312	342	4.0	9,234	8,740	494	5.3
Mellette	1,055	981	74	7.0	874	794	80	9.2
Miner	1,341	1,243	98	7.3	1,286	1,195	91	7.1
Minnehaha	70,754	65,874	4,880	6.9	69,842	66,227	3,615	5.2
Moody	3,043	2,922	121	4.0	3,044	2,876	168	5.5
Pennington	38,245	36,449	1,796	4.7	39,528	37,422	2,106	5.3
Perkins	2,202	2,136	66	3.0	2,334	2,301	33	1.4
Potter	1,458	1,350	108	7.4	1,523	1,459	64	4.2
Roberts	4,470	4,190	280	6.3	4,431	4,137	294	6.6
Sanborn	1,266	1,179	87	6.9	1,117	1,051	66	5.9
Shannon	2,417	2,209	208	8.6	2,702	2,442	260	9.6
Spink	3,660	3,522	138	3.8	3,735	3,596	139	3.7
Stanley	1,568	1,494	74	4.7	1,499	1,373	126	8.4
Sully	757	744	13	1.7	840	833	7	0.8
Todd	2,621	2,415	206	7.9	2,670	2,483	187	7.0
Tripp	3,041	2,916	125	4.1	3,283	3,133	150	4.6
Turner	3,867	3,625	242	6.3	3,864	3,645	219	5.7
Union	4,928	4,616	312	6.3	4,723	4,357	366	7.7
Walworth	2,988	2,833	155	5.2	2,888	2,722	166	5.7
Yankton	10,327	9,883	444	4.3	10,294	9,753	541	5.3
Ziebach	1,067	1,033	34	3.2	801	763	38	4.7

(1) Preliminary data subject to revision.

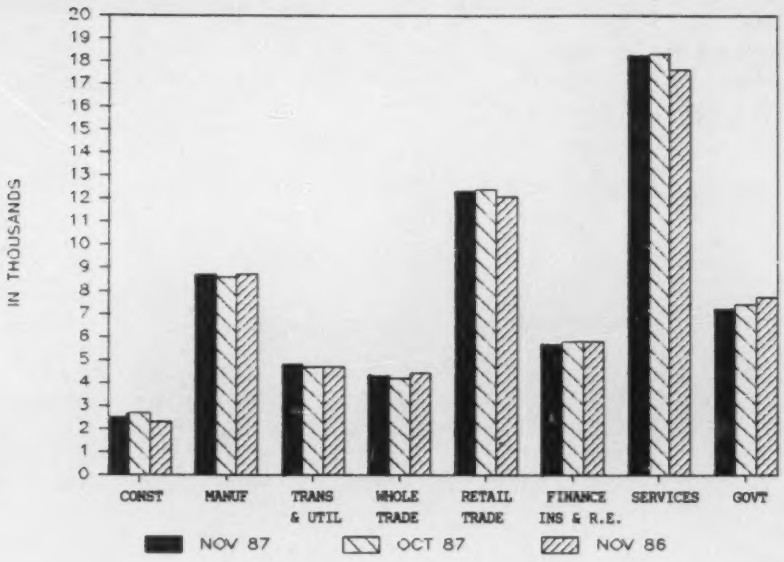
(2) Labor Force estimates include employed and unemployed civilians 16 years old and older by place of residence.

(3) The seasonally adjusted rates which were announced by the national government were 5.9 and 6.9. The data in this table are not seasonally adjusted.

SOUTH DAKOTA NONFARM WAGE AND SALARY EMPLOYMENT (JOBS BY INDUSTRY)

	NOV. 1987	OCT. 1987	NOV. 1986	Percent Change From Last Month	Percent Change From Last Year
TOTAL	257,600	258,900	256,100	-.5	.6
MINING	2,500	2,500	2,600	.0	-3.8
CONSTRUCTION	10,500	11,500	10,600	-8.7	-.9
MANUFACTURING	30,500	30,000	29,100	1.7	4.8
Durable Goods	16,900	16,700	15,800	1.2	7.0
Fabricated Metals & Machinery	10,400	10,100	9,700	3.0	7.2
Nondurable Goods	13,500	13,300	13,300	1.5	1.5
Food & Kindred Products	8,000	7,700	8,000	3.9	.0
Paper, Printing & Publishing	2,900	2,900	2,900	.0	.0
TRANSPORTATION AND PUBLIC UTILITIES	12,700	12,700	12,700	.0	.0
Transportation	7,700	7,700	7,700	.0	.0
Communication	2,800	2,800	2,800	.0	.0
Electric/Gas/Sanitary Services	2,200	2,200	2,200	.0	.0
WHOLESALE AND RETAIL TRADE	66,800	66,700	66,100	.1	1.1
Wholesale Trade	16,100	16,100	16,300	.0	-1.2
Durable Goods	7,100	7,100	7,400	.0	-4.1
Nondurable Goods	9,000	8,900	8,900	1.1	1.1
Retail Trade	50,700	50,600	49,900	.2	1.6
General Merchandise, Apparel & Accessory Stores	8,900	8,600	8,900	3.5	.0
Food Stores	7,900	7,700	7,300	2.6	8.2
FINANCE, INSURANCE AND REAL ESTATE	14,100	14,200	14,000	-.7	.7
Finance	8,900	8,900	8,800	.0	1.1
Banking	4,500	4,500	4,600	.0	-2.2
Insurance Carriers, Agents and Brokers	3,200	3,200	3,300	.0	-3.0
SERVICES	60,900	61,700	59,800	-1.3	1.8
Hotels, Amuse., Pers. & Business	15,800	16,500	15,300	-4.2	3.3
Personal and Business	8,000	8,000	7,600	.0	5.3
Medical and Health Services	23,400	23,500	23,300	-.4	.4
Educational Services	5,200	5,200	5,000	.0	4.0
Social Services	4,100	4,100	4,100	.0	.0
Membership Organizations	9,000	9,100	8,500	-1.1	5.9
GOVERNMENT	59,600	59,500	61,200	.2	-2.6
Federal	11,200	11,100	11,000	.9	1.8
State	16,100	16,200	16,300	-.6	-1.2
State Education	7,800	7,800	8,000	.0	-2.5
Local	32,300	32,200	33,900	.3	-4.7
Local Education	18,900	18,800	18,900	.5	.0

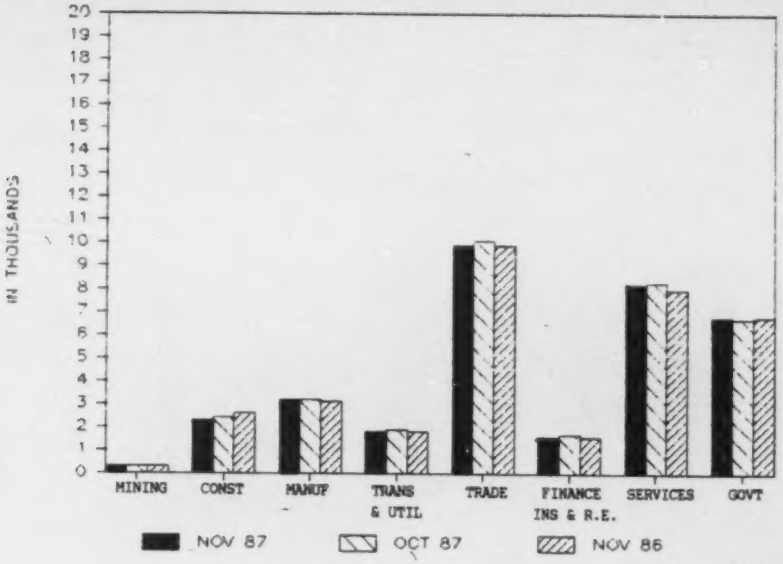
SIOUX FALLS MSA
NONFARM WAGE AND
SALARY EMPLOYMENT
(JOBS BY INDUSTRY)



	NOV. 1987	OCT. 1987	NOV. 1986	Percent Change From Last Month	Percent Change From Last Year
TOTAL	63,700	64,200	63,400	-.8	.5
1/ MINING	----	----	----	---	---
CONSTRUCTION	2,500	2,700	2,300	-7.4	8.7
MANUFACTURING	8,700	8,600	8,700	1.2	.0
TRANSPORTATION AND PUBLIC UTIL.	4,800	4,700	4,700	2.1	2.1
TRADE	16,600	16,700	16,600	-.6	.0
Wholesale Trade	4,300	4,200	4,400	2.4	-2.3
Retail Trade	12,300	12,400	12,100	-.8	1.7
FINANCE, INS. & REAL ESTATE	5,700	5,800	5,800	-1.7	-1.7
SERVICES	18,200	18,300	17,600	-.5	3.4
GOVERNMENT	7,200	7,400	7,700	-2.7	-6.5

1/ Mining employment not published, employment less than 100 workers.

RAPID CITY MSA NONFARM WAGE AND SALARY EMPLOYMENT (JOBS BY INDUSTRY)



	NOV. 1987	OCT. 1987	NOV. 1986	Percent Change From Last Month	Percent Change From Last Year
TOTAL	34,200	34,500	34,200	-.9	.0
MINING	300	300	300	.0	.0
CONSTRUCTION	2,300	2,400	2,600	-4.2	-11.5
MANUFACTURING	3,200	3,200	3,100	.0	3.2
TRANSPORTATION AND PUBLIC UTIL.	1,800	1,900	1,800	-5.3	.0
TRADE	9,900	10,100	9,900	-2.0	.0
Wholesale Trade	2,300	2,300	2,100	.0	9.5
Retail Trade	7,600	7,700	7,800	-1.3	-2.6
FINANCE, INS. & REAL ESTATE	1,600	1,700	1,600	-5.9	.0
SERVICES	8,200	8,300	8,000	-1.2	2.5
GOVERNMENT	6,800	6,700	6,800	1.5	.0

The figures on Pages 6, 7 and 8 include almost all nonfarm wage earners (full and part-time) but exclude the self-employed. They are derived from a monthly sample survey of South Dakota nonagricultural establishments and include workers on the payroll for the week including the 12th of the month. These tables compare the current month's employment totals of the major industry groups to the totals of the previous month and year.

NOTE: The data on pages 4, 5, 6, 7 and 8 and the Manufacturing Hours and Earnings data on page 9 are developed by the South Dakota Department of Labor in cooperation with the U.S. Bureau of Labor Statistics.

MANUFACTURING HOURS AND EARNINGS

	Number of Production Workers			Average Weekly Hours		
	NOV. 1987	OCT. 1987	NOV. 1986	NOV. 1987	OCT. 1987	NOV. 1986
Manufacturing						
Statewide.....	23,746	23,288	22,145	42.8	41.8	42.4
Durable Goods.....	13,632	13,386	12,439	43.1	42.0	41.2
Nondurable Goods..	10,114	9,902	9,706	42.4	41.5	43.8
Sioux Falls MSA.....	6,720	6,602	6,680	46.3	45.8	46.7
Rapid City MSA.....	2,508	2,468	2,375	41.9	39.6	39.1

	Average Weekly Earnings			Average Hourly Earnings		
	NOV. 1987	OCT. 1987	NOV. 1986	NOV. 1987	OCT. 1987	NOV. 1986
Manufacturing						
Statewide.....	$338.55	$329.80	$330.30	$7.91	$7.89	$7.79
Durable Goods.....	337.90	329.70	314.77	7.84	7.85	7.64
Nondurable Goods..	340.05	329.51	349.52	8.02	7.94	7.98
Sioux Falls MSA.....	$362.07	$362.28	$370.80	$7.82	$7.91	$7.94
Rapid City MSA.....	318.86	293.83	257.67	7.61	7.42	6.59

Production workers include supervisors and all nonsupervisory workers engaged in fabricating, processing, assembling, inspecting, warehousing, shipping, maintaining, recordkeeping and other services closely associated with production operations. The data cover full and part-time manufacturing employees who worked during or received pay for the payroll period that includes the 12th of the month. Persons on sick leave, vacations, or holidays, and being paid for that period by their employer, are considered employed.

CONSUMER PRICE INDEX ALL URBAN CONSUMERS

				Percent Change From	
	NOV. 1987	OCT. 1987	NOV. 1986	Last Month	Last Year
1967=100					
All Items.....	345.8	345.3	330.8	0.1	4.5
Food & Beverages....	326.7	326.9	316.4	-.1	3.3
Housing.....	374.9	375.2	361.7	-.1	3.6
Apparel.....	226.4	226.3	213.1	0.0	6.2
Transportation.....	324.1	321.9	304.3	.7	6.5
Medical Care.....	471.7	469.8	444.6	.4	6.1
Entertainment.....	288.1	287.1	277.4	.3	3.9

The Consumer Price Index is a widely watched national indicator of inflation. It is a measure of change, over time, in the prices of goods and services in major expenditure groups typically purchased by urban consumers. It measures the change in prices by comparing what a sample "market basket" of goods and services costs today with what the same sample "market basket" cost at an earlier date.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF THE INSURED UNEMPLOYED[1]

NUMBER

	NOV. 1987	OCT. 1987	NOV. 1986
Sex, Total	2,456	1,703	2,374
Male	1,708	1,004	1,493
Female	748	699	881
Race, Total	2,456	1,703	2,374
White	2,236	1,509	2,114
Nonwhite	220	194	260
Age, Total	2,456	1,703	2,374
Under 45	1,710	1,150	1,756
Over 45	746	553	618
Industry,[2] Total	2,456	1,703	2,374
Mining	29	15	52
Construction	371	192	480
Manufacturing	1,070	557	511
Transportation & Public Utilities	71	90	95
Trade	381	375	534
Finance, Insurance & Real Estate	62	57	85
Services	347	327	466
Government	125	90	151
Occupation,[2] Total	2,456	1,703	2,374
Professional & Managerial	287	300	300
Clerical and Sales	332	359	449
Services	257	203	316
Processing	699	280	79
Machine Trade	85	57	121
Benchwork	121	98	170
Structural Work	489	286	621
Other	186	120	318
Duration of Current Unemployment			
Total	2,456	1,703	2,374
1-2 Weeks	1,054	537	411
3-4 Weeks	229	177	311
5-14 Weeks	653	556	879
15 Weeks & Over	520	433	773

[1] The insured unemployed are those unemployed persons who had worked for employers covered by South Dakota's Unemployment Insurance laws, and who are eligible for unemployment compensation.

[2] Refers to industry and occupation involvement prior to unemployment.

SELECTED LABOR DEPARTMENT ACTIVITIES

	NOV. 1987	OCT. 1987	NOV. 1986	Percent Change From Last Month	Percent Change From Last Year
UNEMPLOYMENT INSURANCE					
A. Initial Claims.....	2,243	1,314	2,527	70.7	-11.2
B. Weeks Compensated.....	7,975	6,408	8,235	24.5	-3.2
C. Amount of Benefit Payments..	$534,988	$552,101	$633,737	-3.1	-15.6
D. Unemployment Trust Fund Bal.	$43,751,500	$42,201,500	$38,823,500	3.7	12.7
JOB SERVICE					
E. Applicants Available (New and Renewals).....	5,401	5,839	5,481	-7.5	-1.5
F. Nonfarm Placements.....	3,498	4,332	4,210	-19.3	-16.9
G. Nonfarm Job Openings.....	4,347	5,628	5,192	-22.8	-16.3

	November 1987
H. Unemployment Insurance Savings.....	$56,541

Aid to Families with Dependent Children (ADC) Recipients	November 1987 People	November 1987 Savings in Dollars
I. Employed.....	55	$12,760
J. Partial Employment.....	58	$ 6,241

The data in this table are taken from the records of the state unemployment insurance program, the state Job Service system, and the South Dakota Department of Social Services.

A. Initial Claims - The total number of first claims for unemployment compensation.

B. Weeks Compensated - The total number of weeks for which claimants received compensation.

C. Amount of Benefit Payments - The total amount of money paid to claimants.

D. Unemployment Trust Fund Balance - The fund to which all required Unemployment Insurance taxes are paid and from which all benefits to claimants are paid.

E. Applicants Available (New and Renewals) - The total number of different individuals who registered or renewed their applications for work at Job Service offices in the state.

F. Nonag Placements - A count of the number of times during the month that Job Service applicants were hired by nonfarm employers.

G. Nonag Job Openings - A count of new job openings received during the month by South Dakota Job Service offices from nonfarm employers.

H. Unemployment Insurance Savings - Estimated dollars saved due to placement of Unemployment Insurance claimants in jobs by Job Service.

I. Employed - The number of people no longer needing ADC and the dollars saved due to their employment.

J. Partial Employment - The number of people with reduced ADC payments and the dollars saved due to their partial employment.

South Dakota
Labor Bulletin

Labor Market Information Center
P.O. Box 4730
Aberdeen, South Dakota 57402-4730

Official Business
Penalty for Private Use $300

FORWARDING AND ADDRESS CORRECTION REQUESTED

BULK
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DID YOU KNOW???

The holiday season has an interesting effect on employment levels in certain sectors of South Dakota's economy, especially on the retail trade industry. Those sectors of the retail trade industry, which are most impacted by Christmas shopping, are hardware stores, nurseries, lawn and garden supply stores, department stores, variety stores, grocery stores, miscellaneous food stores, mens and boys clothing stores, womens ready-to-wear clothing shops, family clothing stores, drug stores, jewelry stores, hobby supply and toy stores and florists.

During the Christmas season, the employment levels in these industries gradually increases, beginning in October and peaking in December. Employment in these businesses was approximately 16,300 in October, 1986 and increased to about 17,300 in December, 1986. The exception is in nurseries, where employment remains relatively stable until January, when the ending of the Christmas season causes employment decreases.

The sharpest employment increase for these industries during the holiday season is experienced between November and December. Last year, there was a 3.8 percent jump in employment between November and December. The overall employment jump associated with the 1986 Christmas season (October through December) was 6.2 percent. This compares to a 4.7 percent increase over this same three-month period in 1985.

JOB SERVICE OF SOUTH DAKOTA

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